

## Modern Slavery Act 2015: Renold's slavery and human trafficking statement

### Introduction

The Renold group of companies (**Renold**) is committed to ensuring that our business and business partners do not undertake any activity which contravenes the UK Modern Slavery Act 2015 (**Act**). This will be achieved by ensuring that our practices to combat slavery and human trafficking are robust.

Renold is a leading global manufacturer and supplier of industrial chains, gearboxes and couplings. Renold plc is the ultimate parent company in the group and has its head office in the UK. Renold has over 1,500 employees worldwide, operates in 17 countries and has a global annual sales revenue of over £185m.

Our values reflect our commitment to acting ethically and with integrity in all our business relationships. This includes a commitment to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains. More information about Renold's values can be found on our website at <http://www.renold.com/company/corporate-social-responsibility/our-values/>.

### Anti-Slavery and Human Trafficking Policy

The Act requires Renold to disclose the steps it has taken to ensure that slavery and human trafficking are not taking place in the business or the supply chain relating to our goods.

Renold is committed to a zero tolerance policy to slavery and human trafficking throughout the business. To ensure all those in our supply chain and our contractors comply with our values, since the coming into force of the Act, Renold has put in place a supply chain compliance programme.

An Anti-Slavery and Human Trafficking Policy (Policy) has been adopted and sets out basic principles of conduct for our employees and for suppliers doing business with Renold, including a requirement for suppliers (both themselves and through their own supply chain) to comply with all laws relating to slavery and human trafficking. All suppliers are made aware of our Policy.

### Due diligence processes

We have implemented a process which involves an annual review of our supply chain, focusing on the largest suppliers and those in high risk areas (as identified by the Transparency International Index). This programme involves:

- Identifying and assessing potential related risk areas in our supply chains;
- Mitigating the risk of slavery and human trafficking occurring in our supply chains; and
- Monitoring potential risk areas in our supply chains.

Renold endeavours to ensure that all its standard terms of purchase, supplier contracts and contracts with distributors of Renold products contain contractual clauses which acknowledge a zero tolerance approach to slavery and human trafficking, and compliance with all laws.

The supply chain compliance programme is subject to audit by Renold's compliance structure.

Following completion of this year's due diligence review of the global supply chain, Renold has assessed that the Renold Group is at a low risk of slavery, forced labour or human trafficking but we are nevertheless committed to remaining vigilant and continually improving the transparency of our supply lines to minimise such risk. Our assessment of low risk at Renold Group is based on several factors, including:

- Whether the counterparty has any prosecutions for the violation of any relevant legislation;
- Whether the counterparty has its own policy in relation to anti-slavery and human trafficking;
- The nature of the goods or services required for the manufacture of Renold products are not of the types recognised as commonly produced by forced or indentured labour; and

- Renold will not deal with any business known to us to be involved in any kind of slavery, forced labour or human trafficking.

### **Whistle blowing policy and hotline**

Renold has in place a confidential and independent whistle blowing phone line which is available to all employees, suppliers or other third parties. The availability of the hotline is widely publicised throughout the Group.

Should any concerns be held in relation to unethical behaviour, they can be raised in confidence via this phone line and will be subject to immediate investigation.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes the slavery and human trafficking statement for Renold Plc and its subsidiaries (including Renold Power Transmission Limited) for the financial year ending 31 March 2020.

**This statement was adopted by the Board of Directors of Renold plc on 5 November 2020**

**Signed on behalf of the Board by  
Robert Purcell, Chief Executive Officer and Director of Renold plc**

A handwritten signature in black ink, appearing to read 'R Purcell', with a horizontal line extending to the right and another horizontal line below it.

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